




CSR Report 2021

Barritskov Holding ApS



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This report constitutes Barritskov Holdings' statutory reporting on corporate responsibility according to the Danish Financial statement Act's §99a.



Letter from the CEO

Dear stakeholders,

Exactly 12 months ago, Denmark and our neighbouring countries were abounded with hope and joy as COVID-19 seemed to lose its stranglehold on society. As is often the case, it all turned out to be a lot more complicated - We now find ourselves in even more unpredictable waters - with a Ukraine War on our doorstep and the ensuing major disruptions to our everyday life - energy price hikes – inflation - fear of recession - and what is probably the greatest concern of them all – a return to global food insecurity and the short-sightedness that is its inevitable companion. From that follows an unwillingness to take sufficient action with regard to climate change - by governments and by the private sector.

Denmark dealt with COVID-19 with remarkable efficiency and resolve - and I would like to thank all stakeholders for their sacrifices and their perseverance – which allowed us to stay open for business throughout the pandemic - and the lessons learned will help us deal with future pandemics – COVID-19 related or not - which are to be expected.

In the following paragraphs, I will highlight actions taken in 2021 and a pipeline of initiatives to come. Our main subsidiary Aarstiderne experienced what can best be described as a rollercoaster year. A strong first half of the financial year was followed by extremely demanding market conditions during the second half of the year. The reopening of society after COVID-19 was characterised by a much stronger return to physical retail than expected. The entire online food category suffered a harsh awakening to a new normal.

Our ESG KPIs were affected by a revenue shortfall and the discontinuation of working from home. Supply chain issues delayed the pack house extension, and an investment in a local solar PV project ran into delays due to resistance from neighbours. However - Aarstiderne initiated a process to become B Corp Certified - culminating in a successful outcome with a strong score of 106,5 - significantly above our peers.

We have strengthened our focus on Regenerative Agriculture and Resilient Food Systems. At Krogerup – our farming subsidiary in Humlebæk - we more than doubled its acreage - from 121 hectares to 246 hectares. It also co-founded Perron, an artisanal bakery and pasta eatery at BaneGaarden. Even more pronounced at Barritskov, we have tripled our crop acreage from 375 hectares to 1139 hectares. At GreenCarbon, we have intensified our R&D work in the area of aerobic compost, compost teas, robotical weeding, and small-scale diversified horticulture. We also co-founded Soil Works Overseas - a collaborative over 3 continents to explore the role of activated calcium in soil fertility and crop quality. These initiatives will continue in 2022 with the aim of becoming fully commercialised activities from 2024 and onwards.

Our Forestry business adopted a long-term plan to increase the standing volume of timber by 40% over the next 60 years - sequestering more than 10.000 tonnes of carbon in the process. On the direct investment side – we made two follow-up investments - one in SensorC and one in Planetary Impact Ventures - plus the seed funding of SoilWorks Overseas – a total of DKK 2,7 million. In early 2022, our investment in BeyondCoffee changed from a majority stake to a minority thanks to a funding round that brought in DKK 3,2 million to allow the company to fund its development path, hire a new CEO and restructure its board. Our brewing subsidiary Kølster invested DKK 1 million in a new steep tank and a 40% increase in brewing capacity.

It is my hope our 2021 CSR Narrative can generate food for thought and inspire other family-owned holding companies to set ambitious targets and embolden them in their strategic investment decisions.

Our ultimate task at Barritskov Holding is to engage prudently in the Provisioning of Food you can Trust - from regenerative landscapes and resilient communities. 2022 is already offering some promise despite the dismal backdrop of unrest and insecurity.

Thank you
Thomas Harttung
CEO Barritskov Holding Aps





Barritskov Holding in Brief

Who are we?

This report is a consolidated report of the sustainability efforts across Barritskov Holding and all of its active subsidiaries. Common to all businesses is that they are inspired by the ideals of ecology and sustainability.

It is our ambition with this report and the reports that we publish henceforth to be more transparent in the way we communicate about our approach to sustainable management.

Aarstiderne is the Driving Force

Across Barritskov Holding and its subsidiaries' activities, Aarstiderne accounts for the largest share of the revenue (cf. consolidated financial report of Barritskov, 2021), which will be evident in this report where the sustainable initiatives of Aarstiderne will constitute a large part.

Aarstiderne makes a variety of meal kits every week, and the meal kits constitute approximately 72% of the revenue in Denmark and Sweden.

In 2020, Aarstiderne launched their online supermarket, now constituting 15% of revenue.

Barritskov Holding ApS

Barritskov is the strategic driver behind all of the subsidiaries. Generally speaking, we facilitate sustainable forestry, biodynamic and regenerative agriculture, product innovation, sustainable production and stakeholder engagement, from which all subsidiaries, including Aarstiderne - can benefit.

In 2021, our total revenue was 778 million DKK, and we employ more than 600 people, of which the vast majority are employed as Aarstiderne.

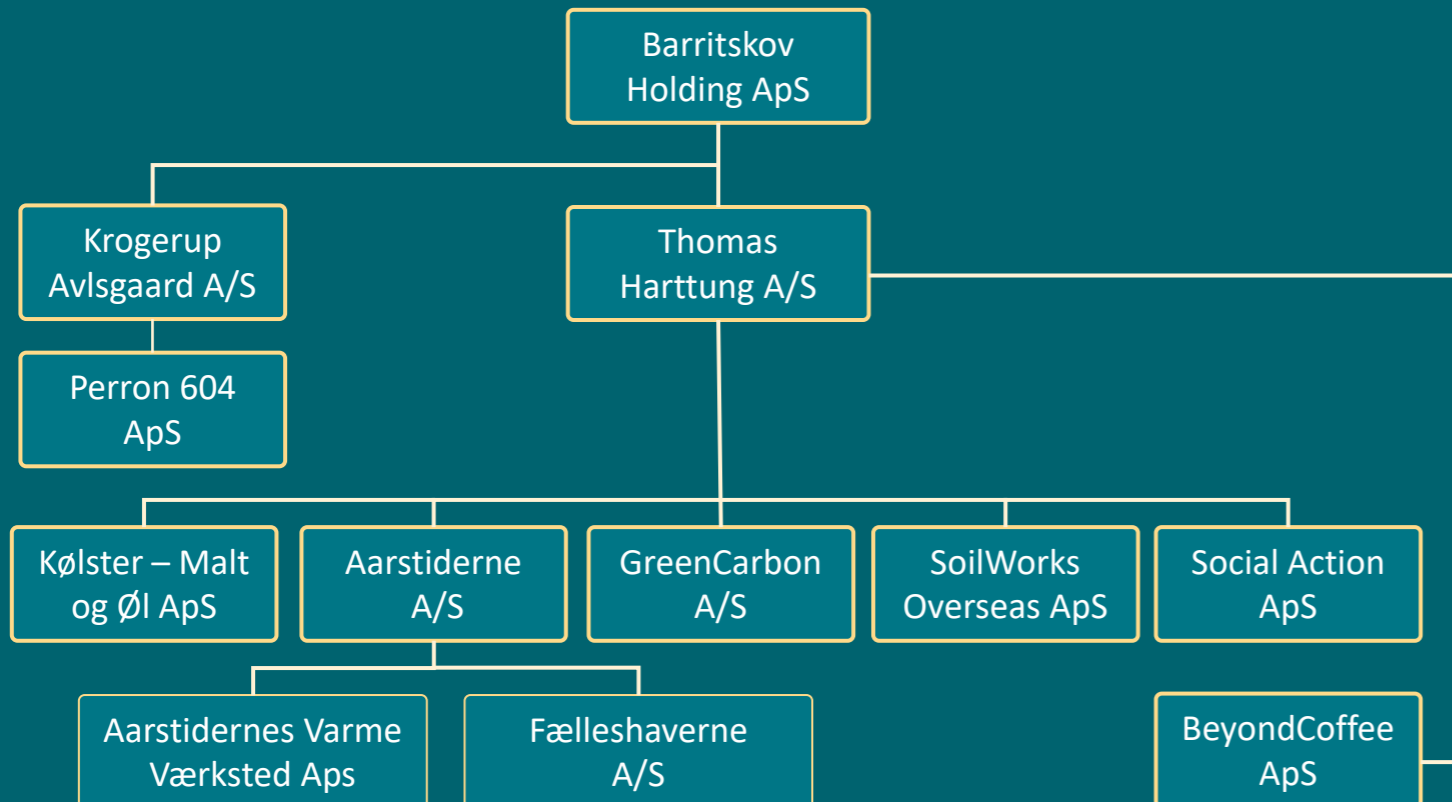
Common for all of our businesses is that we often overlap each other's areas of expertise – and we make every effort to capitalise on it.

Our Group is characterised by our strong entrepreneurial culture – and – very importantly – coupled with systematic, streamlined workflows and critical IT platforms so that production, innovation and delivery are managed as seamlessly as possible.

Our board of directors of the core management company gathered for the 2022 General Meeting:



From left to right: Claus Neergaard (Board Chair), Thomas Harttung (CEO), Silja Nyboe Andersen, Alexander Schwedeler and Nicolas Verschuere





Sustainability at Barritskov Holding

 *Environment*

 *Social*

 *Governance*

Sustainability at Barritskov Holding

At Barritskov Holding, we are constantly renewing the way we think – not necessarily into something more or greater. We believe it is way more important to make choices which are beneficial for soil, groundwater, plants and animals and last, but not least, for future generations. We operate in accordance with local regulations and legislation and within ethically responsible boundaries. Barritskov Holding’s ethical principles include:

- Good Governance
- Ethical Responsibility
- Environmental Responsibility
- Social Responsibility
- Health and Safety
- Quality Responsibility

Governance

ESG is deeply rooted in Barritskov Holding; in the governance, and through the entire organisation and the subsidiaries. We have dedicated employees working specifically with sustainability, and in 2021 we worked to strengthen further the governance-related sustainability; We have emphasised in all management contracts that we at Aarstiderne have a sustainable, social and economic purpose. This purpose has been part of our business since 1999. It was communicated to new and existing managers that Aarstiderne has a significant impact on society and the environment, and as a manager, this purpose must be taken into consideration in the daily work and decision-making.

In total, 49 managers and specialists received this amendment to their contracts.

B Corp Certification

In 2021 Aarstiderne started the process of becoming B Corp certified. B Corp is a 3rd party certification of for-profit corporations that have been recognised for their commitment to business practices that promote positive environmental and social change. The B Corp certification is a framework for further systemic development of a sustainable business model and is a recognised label/certification that can guide customers to make sustainable choices and avoid greenwashing.

Double Materiality

At Barritskov Holding, we focus our sustainability work on the topics identified as being significant to society and the environment and to our business. These priorities in our sustainability work have been identified through an assessment of the most important sustainability topics, risks and impacts that are relevant to an organisation such as Barritskov Holding, with a strong emphasis on the Aarstiderne’s business. The result of the materiality assessment is visualised on Page 8. You can read more about the double materiality methodology on page 31.

We expect to update our materiality assessment ongoingly to ensure that we maintain our focus on the most important areas and that our activities remain aligned with the expectations of both internal and external stakeholders. The next update is to take place in the Spring of 2023.

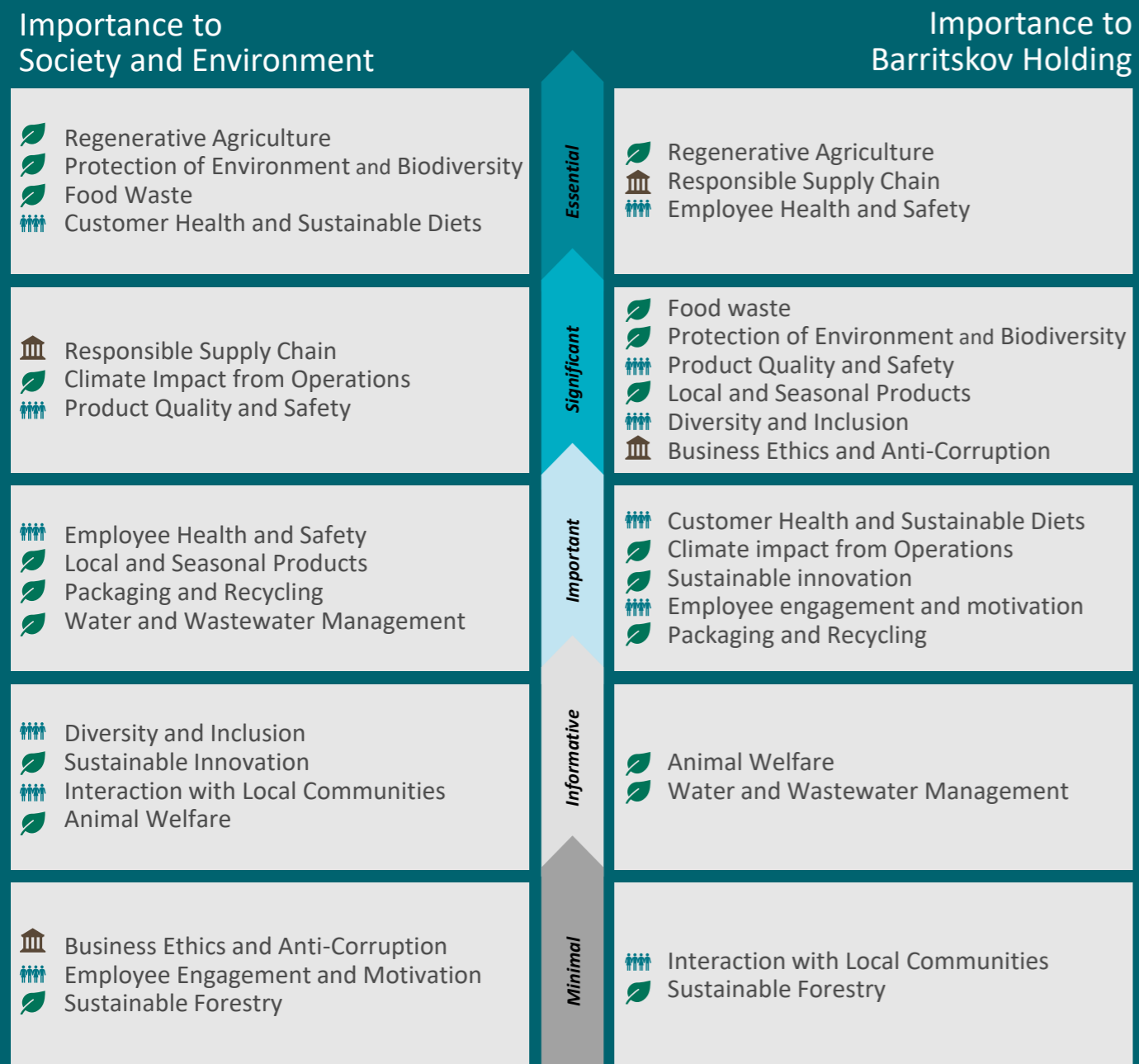
Sustainable Development Goals

The Sustainable Development Goals have given us a global common language, in turn making it easier to relate to how to contribute to a more sustainable world.

As a supplement to our double materiality assessment, we use the goals as a change management tool – to set up goals, develop strategies and ensure that the business develops in the right direction.



Double Materiality Assessment



Environment and Climate

1. Regenerative Agriculture (p. 9)
2. Protection of Environment and Biodiversity (p. 10)
3. Food Waste (p. 11)
4. Climate Impact from Operations (p. 12-13)
5. Local and Seasonal Products (p. 14)
6. Sustainable Innovation (p. 15)
7. Packaging and Recycling (p. 16-17)
8. Water and Wastewater Management (p. 18)
9. Animal Welfare (p.19)
10. Sustainable Forestry (p. 20)



Social and Employee Conditions

1. Product Quality and Safety (p. 21)
2. Customer Health and Sustainable Diets (p. 22)
3. Employee Health and Safety (p. 23)
4. Diversity and Inclusion (p. 24)
5. Employee Engagement and Motivation (p. 25)
6. Interaction with Local Communities (p. 26-27)



Governance Human Rights and Anti-Corruption

1. Responsible Supply Chain (p. 28)
2. Business Ethics (p.29)



E1 Environment and Climate

Regenerative Agriculture

Barritskov Holding and all our subsidiaries have a solid and sustained focus on organic land management. There are many reasons for this.

Organic agriculture provides us with food without pesticide residues, protects the groundwater, preserves nature and biodiversity and prioritises animal welfare highly.

Organic practices entail “consideration” and the most significant potential for the development of agriculture with the least possible chemical imprint on the Earth.

At the same time, higher biodiversity is ensured on organically cultivated land compared to conventional agriculture.

Barritskov Holding and Krogerup Avlsgaard cover hectares of organic farmland and pasture, which is managed in combination with Thomas Harttung’s private estate Barritskov. This brings the total up to 1.551 hectares.



Materiality

Agricultural operations have an inherent risk of negatively impacting the environment due to potential depletion and degradation of the soil. This is of essential materiality to Barritskov Holding as it lies within the core of our business model.

Commitment

We are committed to treating nature with consideration. We are all facing challenges related to the protection of our planet. For this reason, “consideration” is part of the core values and therefore applies to all relevant materials, products and practices related to the Group.

Actions

In 2021, we cooperated with Farmdroid to experiment with robotic seeding and weeding at Krogerup to reduce tractor activity in the fields. We have also worked actively to improve our work with companion crops.

Results

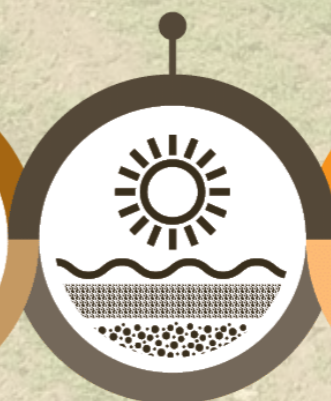
At Barritskov, we have tripled our crop acreage from 375 to 1139 hectares. The robot minimises soil compaction, thereby contributing to better biodiversity protection in the fields. In 2021, approximately half of our grain fields have been cultivated using companion crops.

5 Core Principles of REGENERATIVE AGRICULTURE

MINIMIZE SOIL DISTURBANCE



KEEP THE SOIL COVERED



INTEGRATE LIVESTOCK



MAXIMIZE CROP DIVERSITY



MAINTAIN LIVING ROOT YEAR-ROUND





E2 Environment and Climate

Protection of Environment and Biodiversity

Organic practices entail ‘consideration’ and the most significant potential for the development of agriculture with the least possible chemical imprint on the Earth.

At the same time, higher biodiversity is ensured on organically cultivated land compared to conventional agriculture. We find that an increasing proportion of our suppliers use more windbreaks, flower tracks, beehives and breeding boxes for the benefit of biodiversity.

The biodiversity is increasing because the animals in the transition zone between forests and fields have more habitats.

Barritskov Holding and Krogerup Avlsgaard contain 483 hectares of FSC Certified forest in 2021. The timber cutting does not endanger protected species and biodiversity in general. Read more on p. 20.

Materiality

Agricultural operations have an inherent risk of negatively impacting the environment due to potential biodiversity loss. This is of essential materiality to Barritskov Holding as it lies within the core of our business model.

Commitment

We are committed to treating nature with consideration. We are all facing challenges related to the protection of our planet. For this reason, “consideration” is part of the core values and therefore applies to all relevant materials, products and practices related to the Group.

Actions

Aarstiderne helps to protect the groundwater, preserve nature, and biodiversity through focusing on organic and biodynamic products as these do not contain pesticides and chemicals harmful to nature. In 2021, we adopted a long-term plan to increase the standing volume of timber in our forest by 40% over the next 60 years.

Results

At Barritskov Holding, we believe that our business model and way of operating contributes to the overall protection of environment and biodiversity, and we work actively to share our knowledge and insights, and to promote protection of biodiversity.



15 LIFE ON LAND



E3 Environment and Climate

Food Waste

It is estimated that somewhere between one-third and two-thirds of all food is wasted. We are committed to minimising food waste, and this battle can not be won in the kitchen alone – we have to start in the fields.

At Aarstiderne, we do this by establishing a unique supply chain:

- We commission and purchase only the crops we know we can use.
- We design the meal kits based on the production of our suppliers.
- We are flexible with regard to size, shape and usability.

We spend a long time planning with the growers which fruits and vegetables become part of the meal kits. Because our customers pre-order their boxes and let us design the menus, we achieve high utilisation of the crops grown in the field.

After the meal kits are packed, we are left with approximately 3% of our purchased products. The typical leftovers are in the fruit, vegetables, fish and dairy categories.

Read more about our composting efforts [here](#).

Minimising food waste is of utmost importance to Barritskov Holding. Aarstiderne works with many suppliers and sells food to approximately 80,000 customers and therefore has a big opportunity to safeguard risks to the environment by optimising food utilisation and minimising food waste.

Barritskov Holding is committed to actively working on minimising food waste in all parts of the value chain and expects to further develop such initiatives in the future.

Aarstiderne calculates and evaluates food waste weekly and donates the surplus to food banks and NGOs. Also, Aarstiderne works continuously on efforts to optimise the utilisation of ingredients in the meal boxes.

In 2021, 1.25% of food ended up as waste for biogas production.





E4 Environment and Climate

Climate Impact

At Aarstiderne, we prepare a quarterly CO2 report, which ensures that we can follow up on our goal of being in CO2 balance by 2020. At the end of 2019, Aarstiderne promised to balance its CO2 accounts from 2020 and onwards.

Therefore, in 2020 an agreement was entered into with Natural Capital Partners to buy 16,000 tonnes of VCS's (verified carbon standard) CO2 credits to offset the CO2 footprint for the next 3–4 years in projects in East Africa, Chile and Colombia.

The VCS credits are of the highest standards available. Besides the compensation for the emissions through offsetting, it is, of course, apparent that the focus on reducing the emissions should have the highest priority and, likewise, the possibility to create carbon insets in Aarstiderne's own supply chain.

Materiality

Agricultural operations have an inherent risk of negatively impacting the climate due to greenhouse gas emissions in relation to fuel and energy consumption. This is of essential materiality to Barritskov Holding as it lies within the core of our business model.

Commitment

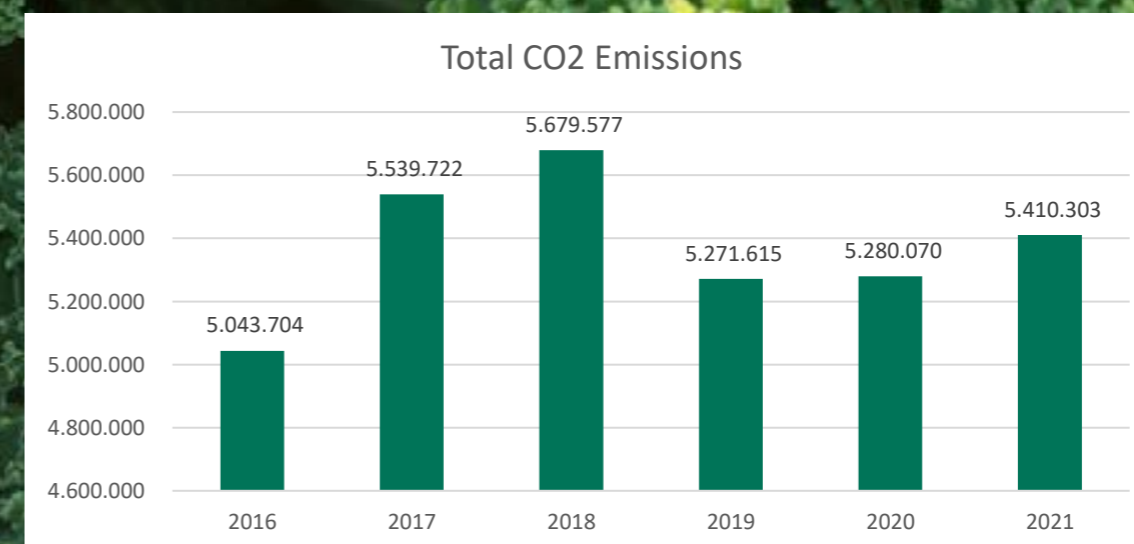
We are committed to continuously monitoring and reporting our CO2 emissions, as well as constantly seeking ways to reduce the climate and environmental impact of our operations. Finally, we commit to always balancing our CO2 accounts.

Actions

In 2021, we experimented with optimising our packaging process, organising the pallets more efficiently to ensure that we transport as much as possible on each truck, as well as adapting the amount of ice we use for the meal kits to the weather and temperature. Additionally, in 2021, we invested in Juelsmindehalvøens Solar Park. The project will make Aarstiderne carbon neutral on power consumption once it is up and running.

Results

We have managed to keep our CO2e emissions per delivery below 3 kg, and similar to 2020, we have balanced all our CO2 emissions using CO2 credits.

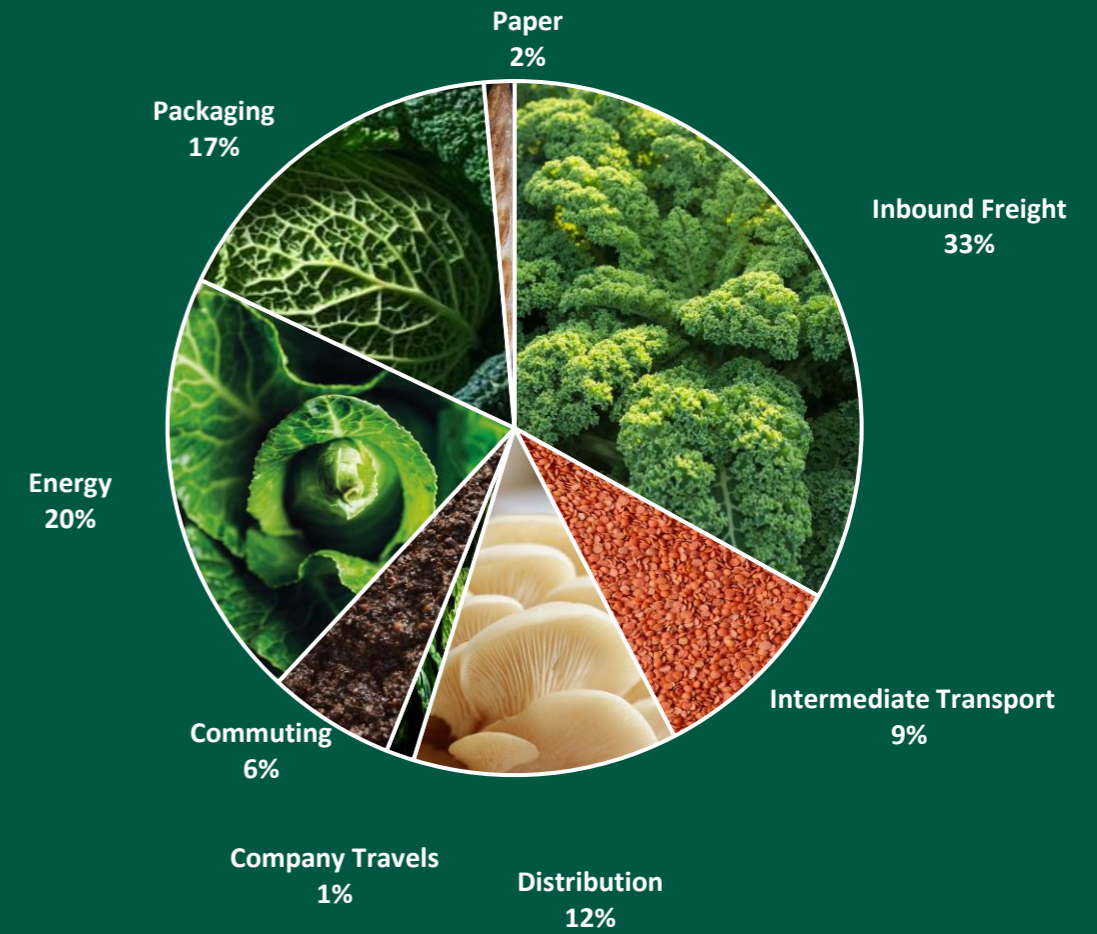


E4 Environment and Climate Climate Impact

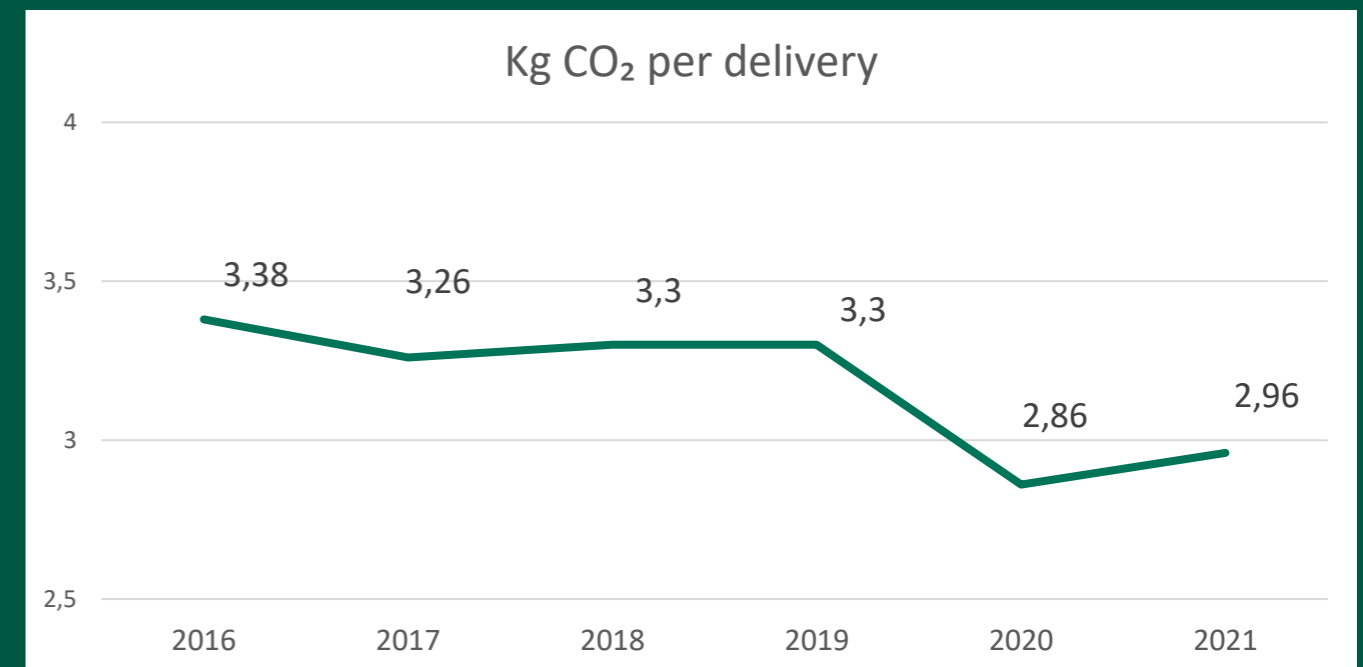
At Aarstiderne, our CO2 report shows that a relatively stable share of emissions comes from distribution with only a few fluctuations. In 2021, the share of in-transport and energy has increased compared to 2020, while corporate travel and commuting have decreased. Total CO2 emissions have increased steadily over the years but have decreased in the last two years. 2020 was particularly affected by the COVID-19 situation.

As activity and revenue increase, CO2 emissions increase; More boxes, more employees, more km's on the road to deliver, more packaging, more cooling, etc., are produced. This pattern appears to be disrupted now. Transport of goods is the heaviest factor in the CO2 accounts. Combined, inbound freight, intermediate transport and distribution make up 58% of the total emissions.

Read more about Aarstiderne's work to reduce CO2 in our CO2 reports, which you can find [here](#).



Source of CO2 emissions:	2020 Total kg CO ₂	Total kg CO ₂ 2021	Development 2020-2021	Reason for development
Inbound freight	1.972.257	1.787.560	-10%	More produce sourced closer to Barritskov and 40% transports from Spain driven with LNG-driven lorries
Intermediate transport	456.447	505.741	11%	More return transports in included now
Distribution	670.157	666.346	-0,60%	Route optimisation, shorter distances between customers. Introduction of electrical truck, van and bicycles
Company travels	63.299	70.567	11%	Less COVID-19 restrictions have given more travel activities
Commuting	244.684	320.357	31%	2021 with less COVID-19 restrictions gave less work from home
Energy	1.102.352	1.087.266	-1,4%	Growing stock facilities, that needs cooling and extra electricity used for reconstruction of Pack House
Packaging	692.822	895.806	29%	More packaging used inhouse (the Green Workshop a.o.) but often with none or less packaging. 2021 more types of packaging is calculated in.
Paper	78.058	76.660	-2%	Lower consumption on campaigns
Total	5.280.070	5.410.303	2%	





E5 Environment and Climate

Local and Seasonal Products

Sourcing fruits and vegetables from suppliers located far away from the markets served to entail a significant climate impact from transportation. In addition, long transportation entails that fruits and vegetables lose more nutritional value when they reach the consumer. Aarstiderne has had a strict no-fly policy since 2003 and aims to minimise transportation. Furthermore, to fulfil our mission of developing and challenging Danish eating habits in a healthier direction, we are constantly looking for new ways to provide fresh and locally sourced products.

Aarstiderne operates with two different seasons:

- The Danish Season, where we are harvesting from June to October.
- The Southern European Season, which starts in the middle of October and continues until the end of May.

In 2019-2020, we cooperated with a supplier to experiment with a non-heated greenhouse in Køge, where we were able to extend the delivery time for Danish leafy vegetables by 6-8 weeks, which can be attributed to a typical Danish season of 20 weeks. Thus, this is a significant extension, which can reduce the number of kilometres of freight and, therefore, the CO2 emissions to inbound transport.

See more information about climate impact during the transportation of vegetables and meat from Southern Europe and South America [here](#).



Materiality

Agricultural operations have an inherent risk of negatively impacting the environment due to the transportation of products from suppliers. This is of significant materiality to Barritskov Holding as it lies within the core of our business model.

Commitment

We always strive to purchase local products and prioritise fruits and vegetables in season. We do this to ensure that our products are of the highest quality and nutritional value when delivered to our customers and to minimise the climate impact of transportation.

Actions

We continuously work to share learnings and provide guidance to suppliers on how to use unheated greenhouses to the extent the season for greens in countries such as Denmark, Sweden and Germany.

Results

We have managed to uphold our high share of local products; especially for fish, meat and dairy, the vast majority of our products are sourced locally. 100% of our eggs are from either Denmark, Sweden or Germany.

Danish share of products

%	2016	2017	2018	2019	2020		2021	
	DK	DK	DK	DK	DK	DK+SE+DE	DK	DK+SE+DE
Bread/flour	-	-	-	-	62,4	69,7	52,6	62,4
Fish	-	-	-	-	95,2	95,2	92,7	92,7
Fruit	7,8	6,2	6,8	2,2	8,6	13,1	7,1	15,8
Vegetables	34,5	38,9	33,7	35	35,9	36,3	35	35,4
Groceries	-	-	-	-	31,3	32	26,9	27,7
Meat	65,5	60,3	49,1	69	65,9	79,7	67	82,4
Dairy	-	-	-	-	94,1	94,1	90,8	91,3
Eggs	-	-	-	-	92	100	92,1	100
Total					35,6	38	33,4	37





E6 Environment and Climate

Sustainable Innovation

We believe in enhancing sustainability by being innovative and thinking out of the box.

As part of our organic-only policy, we also specifically select business partners and suppliers who are also working innovatively with organic agriculture, i.e. by using techniques facilitating healthy soil, such as Composting, biodynamic cultivation methods, and minimum-till cultivation and biological pest control.

At BeyondCoffee, we transform coffee grounds, coffee husks and sawdust into artisanal mushrooms by collecting coffee grounds from local businesses and institutions in our electric car from companies and educational institutions in Copenhagen. Several gourmet restaurants in Copenhagen make use of Beyond Coffee's products.

Our entire oyster and lion's mane mushroom production is organically certified and is 100 % based on organic coffee grounds.

Materiality
Commitment
Actions
Results

Agricultural operations have an inherent risk of negatively impacting the environment due to potential depletion and degradation of the soil, biodiversity loss, and resource scarcity. This is of important materiality to Barritskov Holding as it lies within the core of our business model.

Innovation is core at Barritskov Holding, and we constantly strive to develop new ways of working and come up with solutions to make our products and the agricultural industry more innovative and sustainable.

In 2021, we participated in a project to develop a prototype of a closed compost container, which avoids unintended nitrogen emissions. The nitrogen can be extracted with water, and thus the heat can be reused. The closed system enables us to also use residues from animal products. We are currently working with Aarhus University to develop the second prototype.

In 2021, we finalised our database to calculate the climate impact of each of our meal kits and wholesale products, which will be launched for customers in 2022.



13 CLIMATE ACTION



15 LIFE ON LAND





E7 Environment and Climate

Packaging and Recycling

Reduction of plastic in production is core to the philosophy of Aarstiderne, and we go to great lengths to ensure plastic reduction and recycling of packaging. At the same time, we must ensure that the product reaches customers fresh, as we buy the goods in big bulk bags and repack them into individual sizes.

The polystyrene boxes are UV-radiated after each time they have been in use to ensure that the boxes are clean when they are to be used again.

When the polystyrene boxes are worn out after approx. four times of use, they are recycled. The wooden boxes are also used several times. Ultimately they end up in our wood chip kiln in Barritskov, which heats our pack house and offices.

Socio-cultural factors might be of influence as well – The customers sometimes keep the boxes for storage in their home. Conditions in the production facilities and distribution could also play a part in the “lifetime” of a box.

Read more about Aarstiderne’s work with reducing packaging and recycling boxes [here](#).

Materiality

Our operations have an inherent risk of negatively impacting the environment due to the use of packaging materials used to supply our products to our customers. This is important to Barritskov Holding as it lies within the core of our business model.

Commitment

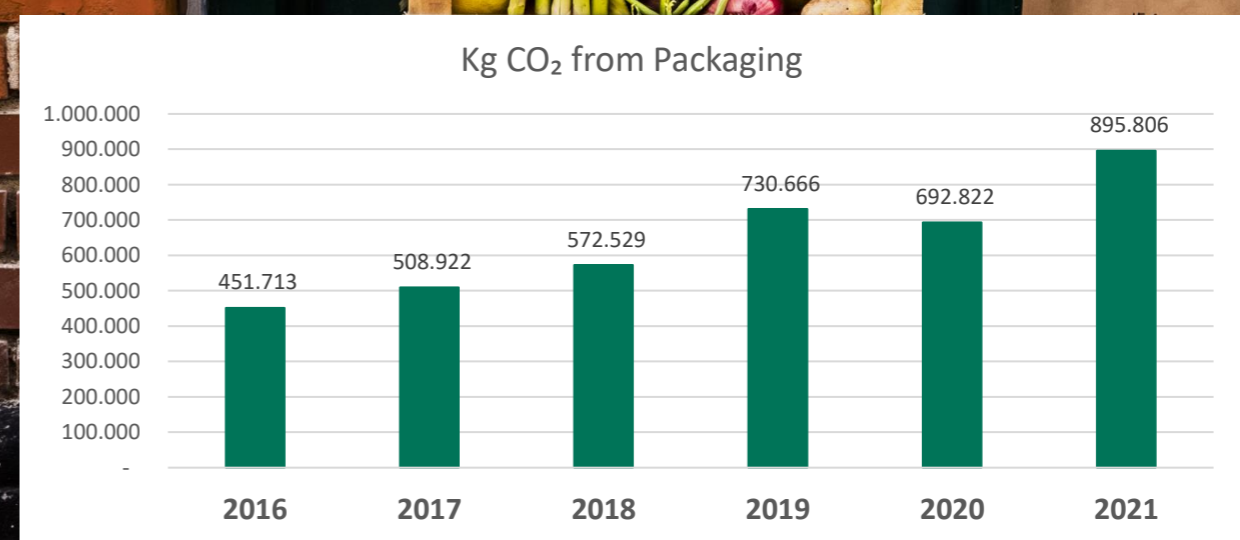
We are committed to reducing packaging while simultaneously ensuring that our deliveries reach our customers in good shape, which requires several different types of packaging. Apart from reducing waste, we are also dedicated to ensuring that all packaging materials are recycled and reused.

Actions

In 2021, we participated in a project to develop a prototype of a closed compost container which avoids unintended nitrogen emissions. The nitrogen can be extracted with water, and thus the heat can be reused. The closed system enables us to also use residues from animal products. We are currently working with Aarhus University to develop the second prototype.

Results

CO2 emissions from packaging increased by 29%, as more packaging materials not previously included in this KPI were included in 2021.



Packaging and Recycling

Paper:

In 2021, the emission from paper amounted to approx. 2% of the total amount of CO2 emitted by Aarstiderne.

Aarstiderne uses numerous types of paper, all of which are FSC certified.

The vast majority of the paper is utilised as leaflets, newsletters, recipes, copying paper, activation campaigns etc., in the meal boxes.

All printed matters that we produce carry a Cradle-to-Cradle Certificate.

Cradle-to-Cradle:

Cradle-to-Cradle is one of the world's most ambitious environmental certifications, and it takes into account and sets requirements for the entire product life cycle.

Cradle-to-cradle represents a transformative pathway for designing and making products with a positive impact on people and the planet.

The certification ensures a high degree of sustainability in five different areas:

- Healthy materials which harm neither people nor the environment.
- Recyclable materials, which must be a part of a biological or technical cycle without producing waste.
- Carbon-neutral production and the use of 100% renewable energy.
- Securing water resources and requirements for process wastewater to be so clean that it may be suitable for drinking.
- Social responsibility based on recognised standards such as UN Global Compact.

Cradle-to-Cradle is based on the idea of a circular economy, where we move away from the "use and throw away" mindset and instead behave more environmentally responsible by treating our waste as a resource to be recycled.

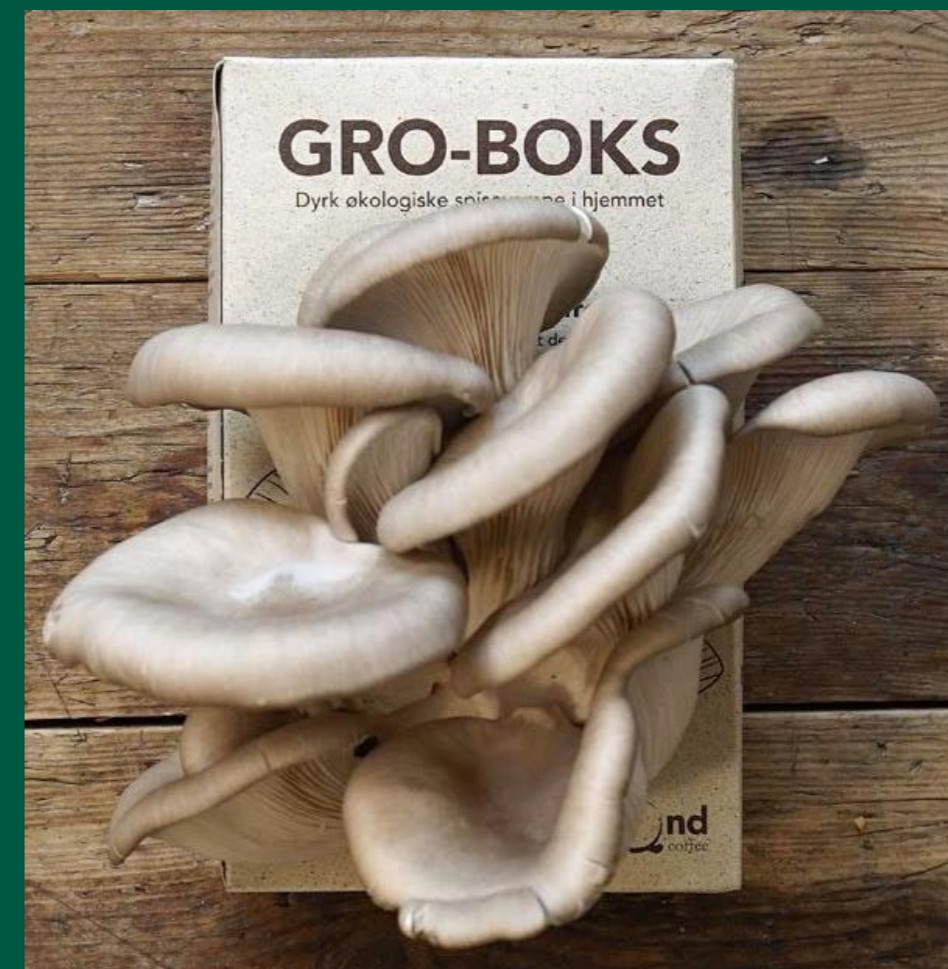
Cardboard and the Grow-Box

By using certified cardboard made out of grass paper, we have minimised the environmental footprint of the Grow-Box.

The processing of grass paper uses 40 times less electricity and 3000 times less water than cardboard made from timber pulp.

As a unique feature – the ink used on the packaging is plant-based and can be composted without any negative impact.

You can read more about BeyondCoffee's experience with grass paper [here](#).





E8 Environment and Climate

Water and Wastewater Management

At Krogerup Avlsgaard, we host a natural groundwater reservoir beneath our feet. Through organic agriculture, we participate in protecting our groundwater.

Minimising our water consumption through efficiency improvements and improved brewing techniques has been a major driver in the production at Kølster Malt & Øl. The water consumption for Kølster Malt & Øl corresponds to less than 0,1 percent of the groundwater formed annually in the subsoil beneath Krogerup Avlsgaard.

Materiality

Agricultural operations have an inherent risk of negatively impacting the environment due to water withdrawal and wastewater, with the risk of causing water scarcity and groundwater pollution. This is material to Barritskov Holding as it lies within the core of our business model.

Commitment

We are committed to water preservation. In all of our endeavours, we aim to protect and produce clean groundwater. We are devoted to cleaning groundwater and collaborate exclusively with biodynamic and organic farmers. In compliance with regulations, we avoid using pesticides and fertilisers.

Actions

We maintain and protect the purity of the groundwater reservoir through organic farming and FSC certified forestry. The root systems from the forest protect the reservoir against drought, while organic farming methods prevent soil contamination with pesticides and fertilisers. Water preservation is also a consideration in connection to the selection of new suppliers at Aarstiderne. Kølster Malt & Øl is involved in developing, improving, and assessing brewing techniques in collaboration with key organisations.

Results

The groundwater reservoir beneath the grounds of Krogerup Avlsgaard generates approximately 390.000 m3 of water annually. By efficiency improvements and refining brewing techniques, we have reduced our water consumption pr. unit of beer to 1.25: 1, whereas traditional beer production requires a water consumption of 3.1 pr. unit of beer.





E9 Environment and Climate

Animal Welfare

Animal welfare is an essential element of modern animal production. First and foremost, animal welfare is rooted in ethical concerns. Public concern over the welfare of farm animals has increased recently, and a growing number of consumers now demand that farm animals are reared, transported, and slaughtered as humanely as possible. When discussing animal welfare, we also consider sustainable fishing to ensure that we never include endangered fish in our meal kits.

Materiality

Agricultural operations have an inherent risk of negatively impacting the environment. Livestock management and meat production naturally constitutes a risk to animal welfare and is also a source of CO2 emissions. We seek to minimise the amount of animal-based content in our meal kits but recognising that we cannot avoid animal-based products, this topic is of high importance to Barritskov Holding.

Commitment

We are committed to ensuring animal welfare, not only for our own livestock at Barritskov but also for the animals at our suppliers, from meat producers to dairy suppliers. Choosing 100% organic meat and dairy products is our most efficient way to guarantee animal welfare for our customers. There is no organic certification for wild fish, so for fish, we adhere to WWF's Sustainable Seafood Guide to ensure that the fish in our meal kits are sustainable.

Actions

In 2021, we had approximately 300 cows at Barritskov. These are former dairy cows who, due to age or disease, are no longer producing the amount of milk required by the dairy farmers. Usually, these cows would have been put down, but at Barritskov, we take them in, establishing a nursing cow system, which gives the cow a longer life and ensures better welfare for the cow and the calves they nurse.

At Aarstiderne, our meal kits and online supermarket have only organic meat and dairy products, fish that live up to WWF's guidelines, or come from organic fish farms. We also cooperate with our suppliers to provide guidance and inspiration on improving animal welfare in their operations.

Results

All meat and dairy products marketed by Aarstiderne follow organic standards. The main Danish company in beef and pork have higher standards on m2 pr. animal and amounts of roughage compared to the EU organic standards.



15 LIFE ON LAND



E10 Environment and Climate

Sustainable Forestry

The broadleaf forest at Barritskov is owned by Barritskov Holding and consists of a 483-hectare FSC-certified forest as of 2021.

The forest was FSC certified by the Forest Stewardship Council in 2001; thus, in 2021, we celebrated the 20th anniversary of our certification.

The certification ensures that our forests are managed in a sustainable manner, meaning that we do not cut down more trees than the forest is able to recover. Furthermore, the timber cutting does not endanger protected species and biodiversity in general.

The FSC label:

The FSC is an international non-profit labelling system for wood and paper. The FSC system enjoys widespread support from green organisations such as the WWF and Greenpeace. Animals and plant life enjoy protection and education, and safety gear and proper pay are secured for the people working in the forest.

The FSC certification is considered the "gold standard" designation for wood harvested from forests that are responsibly managed, socially beneficial, environmentally conscious, and economically viable.

Agricultural operations have an inherent risk of negatively impacting the environment due to potential depletion and degradation of the soil and deforestation for the use of the land for agriculture. This is material to Barritskov Holding as it lies within the core of our business model.

Issues related to biodiversity caused by deforestation pose an increasingly significant risk to our climate and environment. We are committed to mitigating this as much as possible, and our forest is FSC certified.

By being FSC certified, we ensure that our forest is responsibly managed, socially beneficial, environmentally conscious, and economically viable.

2021 marked the 20th anniversary of obtaining our FSC certification as one of the first forests in Denmark. We also adopted a long-term plan to increase the standing volume of timber in our forest by 40% over the next 60 years.



Results Actions Commitment Materiality

15 LIFE ON LAND





S1 Social and Employee Conditions

Product Quality and Safety

All our organic farmers are regularly controlled by governmental or private certifying bodies, subject to EU surveillance. Therefore, Aarstiderne's check-on-arrival procedure can be considered an addition.

Ensuring the highest quality and safety for our customers is at the core of Barritskov Holding. Because of the short supply chain, we have high transparency and traceability of products, allowing us to be able to inform each consumer individually in case certain products do not live up to the standards for quality and safety.

[Read more about how we work with food safety and quality control here.](#)

Materiality

When delivering food products to consumers, there is an inherent risk of negatively impacting their health and safety. Providing safe, healthy and high-quality products to our customers is of essential materiality to Barritskov Holding as it lies within the core of our business model.

Commitment

We have the interest of our consumers at heart in everything we do. We are committed to providing food products and solutions of the highest possible quality and never compromise with quality and our commitment to delivering 100% organic products.

Actions

We carry out regularly randomised checks in addition to the statutory regulations. For example, we sample when we receive goods from a new supplier. We primarily test for pesticide residues to ensure that the products we sell are organic.

When we take samples, we send them to a laboratory that tests for approximately 250 different pesticides. In addition to fruit and vegetables, we also test meat and dairy products for salmonella, campylobacter and similar pathogens and increased bacterial counts. We also carry out durability tests to ensure that the dates specified by our suppliers are correct.

Results

In 2021, Aarstiderne conducted 4 product recalls, of which there were no reported illnesses or injuries from consumers.





S2 Social and Employee Conditions

Customer Health and Sustainable Diets

Aarstiderne benefits from loyal customers, which gives us a unique opportunity to influence their day-to-day decisions.

We continuously try to increase our customers' ongoing awareness of healthy and organic food. An essential part of that ambition is the recipes which constitute an integral part of the meal kits. Our newsletter delivers information about food, nutrition, the environment and our interactive role in society as a business. Our work with determining the content of the meal kits and inspiring our customers to eat greener is the most noticeable effect Aarstiderne has on the climate.

Materiality

Agricultural operations have an inherent risk of negatively impacting the environment. Our food intake has a tremendous impact; especially meat production is a source of CO2 emissions and constitutes a key ESG risk. Furthermore, increasing pressures related to healthy diets complement this risk socially. This is of essential materiality to Barritskov Holding as it lies within the core of our business model.

Commitment

In 2010, we introduced the 80/20 Principle, which means that a meal should contain more than 80% plant-based and less than 20% animal-based energy. The meal kits contain significantly less meat and other animal products than the average Dane's evening meal, and the chefs at Aarstiderne strive to make dishes based on the 80/20 principle. A more plant-based diet can mitigate this risk while also promoting a healthier and more balanced lifestyle. We are committed to influencing the diets of our customers through inspiration and innovation. We have extended the 80/20 principle to our suppliers and other customers; we call this Planetar. Read more about our vision and Planetar [here](#).

Actions

Every day, we work actively to find new ways of lowering the content of animal-based components in the meal kits and help our customers prepare more plant-based food through recipes and instructions from professional chefs. In 2021 Aarstiderne invested in a small company that develops and produces more plant-based alternatives for the meal kits. The production is focused on fish-, meat- and plant patties with a wide selection of products.

Results

Aarstiderne has transformed the average distribution in our customers' evening meals to 75%/25%, and more than 1/3 of our meal kits are either vegan, vegetarian, flexitarian and/or pescatarian.



78% of our customers estimate that vegetables constitute a larger amount of their meals after subscribing to our meal boxes

70% of customers agree that they eat healthier because of the meal kits.





S3 Social and Employee Conditions

Health and Safety

Aarstiderne employs many hourly-paid employees and people of many different nationalities.

Therefore, caution and peer training are exercised when enrolling new employees. Every three years, an extensive workplace assessment report is prepared for the individual teams in the packing/storage area, followed up by detailed action plans that are articulated on an ongoing basis.

AMO groups are established at all locations with regular quarterly meetings so that we work systematically with the employees' safety, health and well-being.

There are employee-elected representatives on the Board, including the shop steward for all the hourly wage earners, who also participate in all AMO meetings.

All our hourly wage earners are covered by our collective agreement.

Materiality

As an employer, we have an inherent risk of impacting the health, safety and well-being of our employees. This is of essential materiality to Barritskov Holding as it lies within the core of our business model.

Commitment

Barritskov Holding and all of the active subsidiaries, at any given time, respect and uphold human rights. We commit to creating a healthy and safe work environment with good working conditions in accordance with local legislation and current business agreements.

Actions

In 2021, the distribution centre of Aarstiderne moved to a bigger location on Stamholmen, with significantly improved facilities for safety, ergonomics and well-being.
At Barritskov, all blue-collar workers working night shifts in the packing centre of Aarstiderne were offered a health check, and the statutory workplace assessment was conducted, with action plans in place to improve the working environment, with a strong focus on ergonomics and preventive actions.

Results

15 employees participated in the health check, and 2.539 hours in total were used on training and upskilling in the packing centre of Aarstiderne.



8 DECENT WORK AND ECONOMIC GROWTH





S4 Social and Employee Conditions

Diversity and Inclusion

In total, we are more than 50 different professional competencies and 12 nationalities in one place, and the talk at the lunch table stretches out in a lot of different directions and is definitely not boring.

We strive for a 50/50 gender distribution but wish to emphasise that qualifications outweigh gender. It was decided at the Group level in 2019 to prioritise equal gender representation also at the management and board level.

Materiality

As an employer, an inherent risk of impacting the well-being of our employees prevails. This is of essential materiality to Barritskov Holding as it lies within the core of our business model.

Commitment

We want our workforce to reflect the rich diversity of our society and the communities in which we operate. We truly believe it is important for our people to work in an inclusive environment where differences are valued, and everyone can fulfil their potential.

We strive for a 50/50 distribution but wish to emphasise that qualifications outweigh gender. It was decided at the Group level in 2019 to prioritise equal gender representation at the board level.

Actions

Aarstiderne's Academy is our internal educational programme where our employees can upgrade their skills and qualifications in subjects such as organics, business, management, communication and cooperation, as well as language lessons for our international employees. Read more about Aarstiderne's Academy [here](#).

Equal gender representation is still a work in progress. In 2022 and 2023, we expect further progress on this important topic.

Results

In 2021, 37 employees in the packing centre of Aarstiderne participated in Danish classes; 1.421 hours were spent in total.

In 2021, Aarstiderne started to explicitly state the policy on diversity in the job ads, and all ethnicities, genders, ages and religions are encouraged to apply. At BeyondCoffee, the CEO is now a woman, while the board comprises two women and three men.

Gender distribution in Barritskov Holding and subsidiaries

Entity	Board of Directors				Other Management	
	Total amount of members elected at general assembly	Share of under-represented gender	Target for the under-represented gender	Timeframe for the target	Total amount of people	Share of the under-represented gender
Barritskov Holding	Barritskov, Kølster and Social Action each have no Board of Directors, and each Executive Board has only one member.				Barritskov, Krogerup, Thomas Harttung A/S, Kølster, BeyondCoffee, and Social Action each have less than 50 employees.	
Kølster Malt & Øl						
Social Action						
Krogerup Avlsgaard	3	33,3%	Equal distribution achieved	Equal distribution achieved		
Thomas Harttung A/S	3	33,3%	Equal distribution achieved	Equal distribution achieved		
BeyondCoffee	5	40%	Equal distribution achieved	Equal distribution achieved		
Aarstiderne	4	50%	Equal distribution achieved	Equal distribution achieved		





S5 Social and Employee Conditions

Employee Engagement and Motivation

At Aarstiderne, we employ more than 600 people. To cover all addressable disciplines on the journey from farm to table, we are a great mix of professional competencies stretching from farmers to pack house veterans, young chefs to seasoned quality officers – and marketing specialists to foodies.

Aarstiderne’s Academy is our internal educational programme where our employees can upgrade their skills and qualifications in subjects such as organics, business, management, communication and cooperation with courses driven by both internal and external specialists.

Many of these competencies required to work at Aarstiderne can only be learned here. Therefore, good onboarding and continuous education and development are highly prioritised to ensure our team is engaged and motivated.

Materiality

As an employer, inherent risk and opportunity of impacting the well-being of our employees exist. This is of essential materiality to Barritskov Holding as it lies within the core of our business model.

Commitment

We know that to deliver products and solutions of the highest possible quality to our customers, we depend on our dedicated employees. Therefore, it is important to us to ensure their commitment and motivation, in addition to a healthy and safe working environment. Professional development is a key driver for retaining our people and ensuring that our talented colleagues can continue to grow in our organisation.

Actions

Aarstiderne’s Academy is our internal educational programme where our employees can upgrade their skills and qualifications annually in subjects such as organics, business, management, communication and cooperation, as well as language lessons for our international employees.

Results

In 2021, 2.539 hours in total were used on training and upskilling in the pack house of Aarstiderne.





S6 Social and Employee Conditions

Interaction with Local Communities

At Barritskov Holding, we wish to engage actively with our community and invite the citizens to participate in organic and sustainable farming practices and learn about what we do.

The Communal Gardens concept is born out of co-founder Søren Ejlersen's desire to create communal gardens all over Denmark. It offers you a chance to plant, harvest and eat your own produce.

The gardens are set up as a cluster of allotments located on the Krogerup Farm. The initiative was turned into Communal Gardens A/S in 2019. The ambition is to have more than 100 communal gardens within 4-5 years.

Materiality

Our operations have an inherent risk of impacting our surroundings. This is of materiality to Barritskov Holding as it is on our core to actively engage with our surroundings and the communities in which we operate.

Commitment

Aarstiderne wishes to offer an opportunity to the Danish Public to do something particular about their carbon footprint and become self-sufficient regarding organic vegetables - all in a community setup.

Actions

Aarstiderne works to increase consumer awareness of organic and sustainable foods through numerous activities, i.e., by hosting classes, community dining and live-shopping events online to educate consumers on their products and how to use them. Additionally, we have opened two new venues in Copenhagen.

Results

In 2021, more than 1900 people participated in our community dining event, despite periods of cancellations due to COVID-19. 108 citizens had a communal garden at Krogerup Avlsgaard, and 400 subscribers received seeds and planting material and participated in our virtual tutorials for home gardening and farming.





S6 Social and Employee Conditions

Interaction with Local Communities

Haver til Maver is a comprehensive, gastronomical school gardens programme consisting of gardening lessons, outdoor cooking and nature studies.

It was launched in 2004 by co-founder and chef Søren Ejlersen at Krogerup Avlsgaard.

Project *Haver til Maver* is based upon Aarstiderne's vision of food you can trust and the recreation of the close connection of working the soil and the work in all the kitchens – transforming the bounties of the land into feasts of healthy food.

It all started as a small local initiative at Krogerup Avlsgaard in Humlebæk. For many years we collaborated with charitable foundations, universities, teachers, and scores of brave children who helped us fine-tune the curriculum. In 2014, the project went nationwide - leading to a virtual renaissance of school gardens in Denmark.

Several independent gardens were established in collaboration with local community groups – who became members of the *Haver til Maver* Association – and based their work on the *Haver til Maver's* Principles and Curriculum. In addition, a participating school class visits the garden 8 to 10 times per year.

Each school class has its allotment, which they tend in smaller groups. They are taught how to grow and cook organic vegetables and herbs through interactions with professionals such as gardeners, chefs, farmers and conservation biologists.

The Vision for *Haver til Maver*:

Children are entitled to cultivating life, exploring the living world, and learning to live in harmony with the planet and each other. A safe and magical childhood is a prerequisite for courage and agency later in life.

Mission Statement for Haver til Maver:

Haver til Maver provides access to a school garden for every child, empowering them to care for themselves, each other, and Mother Earth. *Haver til Maver* is a testament to a different way of learning, playing, and living your life.





G1 Human Rights and Anti-Corruption

Responsible Supply Chain

At Aarstiderne, we have a different supply chain. Our supply chain is exceptionally short, and we often have direct contact with the individual grower of the crops; and we only buy goods via wholesalers when we cannot buy the product directly from the growers.

Having a short supply chain enables us to collaborate closely with the growers to ensure the high quality of the products, as well as strengthen the sustainability throughout our supply chain, and share knowledge and experiences with the farmers and growers.

Materiality

Generally, responsible supply chain management is a very complex but highly essential area for all companies. This also includes Barritskov Holding, and we know the significance of taking responsibility for our entire value chain. We strive to mitigate the risks of unsustainable practices and positively impact the societies and the environment near our suppliers and own operations.

Commitment

We are committed to creating long-term relationships with our suppliers. In our collaboration, we promote human rights and sustainable business practices. It is essential for us that our suppliers meet the same high standards that we propose for ourselves. Through this collaboration with our suppliers, we intend to contribute to a safe and secure work environment for the entire supply chain.

Actions

We engage in mutual cooperation with our suppliers to enhance sustainability throughout the value chain. We do this via frequent contact and physical visits, requiring suppliers to accept our Code of Conduct. In 2021, Aarstiderne required that distribution partners undergo a certification process administered by the industry association, Danish Transport and Logistics (DTL), where topics such as insurance, work environment, collective agreements, legislation on vans, finance, etc., are handled. Every three years, recertification will take place.

Results

Aarstiderne has paid for the training and certification of distribution partners. All 21 distribution partners will be certified no later than the end-2022.





Business ethics

We will continue to address the important issue of responsible business operations. Likewise, it is our intention that - through our collaboration with our suppliers - we are able to contribute to the promotion of ethical business practices and anti-corruption through the acceptance of our Code of Conduct for the entire supply chain.

Materiality

Conducting business in an ethical and responsible manner is naturally an indisputable and significant condition for Barritskov Holding. However, due to the operations being concentrated mainly in Denmark and Sweden, the risk of having a negative impact on society as a result of unethical behaviour and corruption is assessed to be minimal.

Commitment

We distance ourselves from all forms of corruption and commit to a responsible business ethic towards our stakeholders. We work very hard to make sure that our business is ethically run. This is part of the core values and applies to all relevant materials, products and practices related to the Group.

Actions

All employees are required to do business in accordance with best practices against anti-corruption, including:

- Bans on blackmail
- Bans on bribery
- Bans on facilitating payments and other forms of inappropriate incentives that pose a risk for a bad reputation of the businesses.

These conditions are further described in the employee manual.

In 2021, Aarstiderne started the process of becoming a B Corp certified Organisation. B Corp is a 3rd party certification of for-profit corporations that have been recognised for their commitment to business practices that promote positive environmental and social change.

Results

We have not experienced any incidents related to anti-corruption in 2021. Aarstiderne has completed the certification process in 2022 with a B Corp score of 106,7 – the highest scoring food brand in Scandinavia.





About

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Accounting Principles and Methodology

Danish share of fruit, greens and meat in respectively tonnes purchased and percentages of total purchases:

The calculation of the Danish share etc., is calculated by identifying each individual purchase of goods with a country code. Fruit and vegetables, as well as most meat and dairy products, are equipped with one in advance, as the country of origin must appear as part of the food legislation. For some goods purchased from wholesalers, additional information on the country of origin is retrieved. This typically applies to items such as rice, pasta, nuts and the like. The data basis is provided in advance for calculating CO2 emissions from transport in the CO2 report.

“Average carbon footprint pr. Drop” and “Level of GHG-emissions pr. DKK”:

The CO2 calculations are based on the turnover of physical units measured in quantities, kg, pcs, in, tonnes, etc. In collaboration with CONCITO, a CO2 emission factor is maintained for each quantity consumed. The indication per drop is based on each unique delivery at an address with one customer regardless of the amount of goods delivered per drop.

Packaging:

Packaging consists of flamingo boxes, plastic liners, plastic buckets, plastic for flow packs, absorbents and several smaller plastic and cardboard packaging used for wrapping individual products, as well as paper for copiers, newsletters, campaigns and other printed matter. The consumption of each package is calculated based on quantities purchased in the accounts.

Energy:

Energy consists of electricity, gas and diesel consumption. Electricity consumption is calculated in Kwh by settlements from the electricity provider. Gas is calculated in kg purchased for resp. kitchen and trucks. Less diesel consumption for loaders in Packaging and tractor driving is calculated in litres.

Transport

Transport items in the seasons consist partly of goods transport and passenger transport. Imports of goods to the pack house are calculated by identifying each kg of goods purchased with a country code. Fruit and vegetables, as well as most meat and dairy products, are equipped with one in advance, as the country of origin must appear as part of the food legislation. For some goods purchased from wholesalers, additional information on the country of origin is retrieved. This typically applies to items such as rice, pasta, nuts and the like. Each country is assigned a distance to our Packaging in Barrit. The distance is determined by a central location in the country or by a qualified determination of the most obvious point where most goods are picked up. The judgment is conservative so that it is determined at least so long that the uncertainty goes towards the distance being overestimated.

The transport takes place by diesel-powered trucks, trains or ships. The calculation is made in Ton/Km, which has an emission factor for each mode of transportation. Intermediate transport of finished products to distribution centres is calculated in the accounts in pallets with a known destination. Each pallet is assigned an average weight, whereby the number of Ton/Km can be determined. Final distribution was tested on a selection of routes representative of the route composition in 2015, 2018 and again in 2020. The average kilometres achieved is multiplied by the number of routes travelled during the period. Company cars are supposed to drive an average of 35,000 km per year and are distributed by fuel diesel or hybrid cars. Company trips in the form of trains, planes or rental cars are calculated according to the mode of transport and calculated in km. Commuting is calculated by determining the number of kilometres travelled to and from work with various means of transport with a survey among employees, as well as the calculation of the frequency of attendance at the workplace.

Food Waste:

The KPI for food waste is the amount of waste collected by Daka ReFood, which turns the waste into biogas and fertiliser. In 2021 Daka ReFood picked up 175 tonnes of food waste from the pack house (of which 6-7% is considered packaging of meat- and fish trays etc.). 2020, 107 tonnes were collected for biogas. The 175 ton corresponds to 1,25% of our total purchases in kg. (when the 6,5% of packaging is deducted).

Double Materiality Assessment

Methodology: The double materiality assessment is based on the most recent development within the methodology for ESG materiality rating, particularly conceptual guidelines for the draft Corporate Sustainability Reporting Directive (CSRD) published in February 2022.

Furthermore, the methodology also contemplates the dynamic materiality framework proposed in 2020 as a collaboration between the five international organisations defining standards for sustainability reporting; CDP, CDSB, GRI, IIRC, and SASB.

ESG topics in the value chain are assessed based on impact materiality and financial materiality. The rating is based on five different levels, from minimal to essential.

Impact materiality is the evaluation of the significant impacts on the environment, society and people (inside-out perspective) based on scale, scope, remediability and likelihood. Financial materiality is the evaluation of the importance to the business, that is, the triggers of financial value creation: (i) use and access to resources and (ii) reliance on relationships and external stakeholders (outside-in perspective).

The ESG topics have been qualified based on the above-described methodology, discussions within the top management, and input from independent subject matter experts consulted during the elaboration of the assessment.

Key Performance Indicators

		2016	2017	2018	2019	2020	2021
Food waste							
Food Waste (% of food waste in kilo of total purchased food in kilos)	%				1,08	0,76	1,25
Food Waste (% of revenue) – B2C	%				2,68	2.12	2.74
Food Waste (% of revenue) – Wholesale	%				3,52	4,4	5,27
Danish Share of Products							
Bread/flour	%	-	-	-	-	62,4	52,6
Fish	%	-	-	-	-	95,2	92,7
Fruit	%	7,8	6,2	6,8	2,2	8,6	7,1
Vegetables	%	34,5	38,9	33,7	35	35,9	35
Groceries	%	-	-	-	-	31,3	26,9
Meat	%	65,5	60,3	49,1	69	65,9	67
Dairy	%	-	-	-	-	94,1	90,8
Eggs	%	-	-	-	-	92	92,1
Total	%					35,6	33,4
Danish, Swedish and German share of products	%					38	37
CO2 Emissions							
Kg CO ₂ per delivery	Kg.	3,38	3,26	3,3	3,3	2,86	2,96
Kg CO ₂ pr. DKK´000 revenue	Kg.	9,23	8,73	8,93	8,8	7,5	8,18
Inbound Freight	Kg.	1.794.514	1.958.370	2.186.653	1.785.561	1.972.257	1.787.560
Intermediate Distribution	Kg.	371.905	486.989	503.306	436.713	456.447	505.741
Distribution	Kg.	907.193	1.033.559	737.317	683.838	670.157	666.346
Company Travels	Kg.	143.262	186.657	172.194	151.833	63.299	70.567
Commuting	Kg.	249.521	296.523	353.082	379.290	244.684	320.357
Energy	Kg.	1.061.455	985.426	1.071.072	1.016.110	1.102.352	1.087.266
Packaging	Kg.	451.713	508.922	572.529	730.666	692.822	895.806
Paper	Kg.	64.141	83.276	83.424	87.604	78.052	76.660
Total	Kg.	5.043.704	5.539.722	5.679.577	5.271.615	5.280.070	5.410.303
Outreach							
Newsletter subscribers	No. of people					185363	198059
Facebook followers	No. of people					144523	148235
Instagram followers	No. of people					61966	73856
LinkedIn followers	No. of people					10138	12464
Twitter followers	No. of people					3337	3259
Tiktok followers	No. of people					0	7805

Appendix

Figure 5: Inbound freight by truck, ship and train - kg CO2 emissions per DKK'000 of revenue

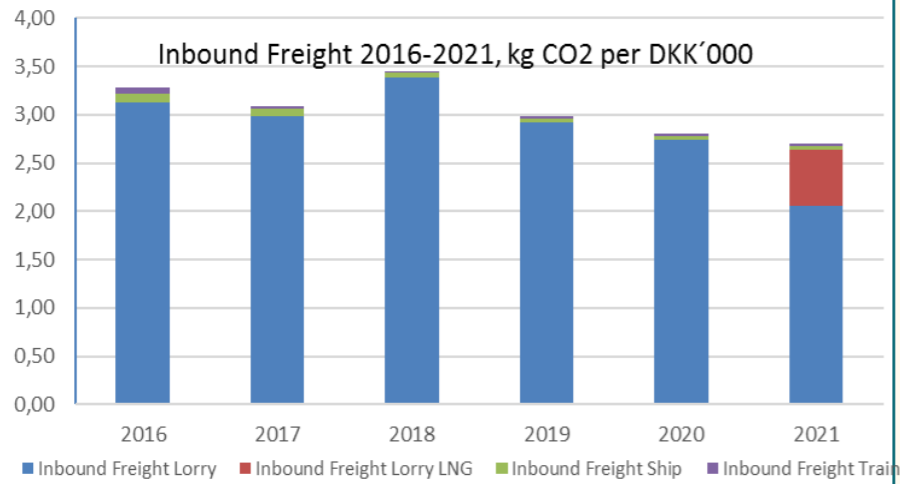


Figure 6: Development in kg CO2 from transport of goods per DKK'000 of revenue (2020 index)

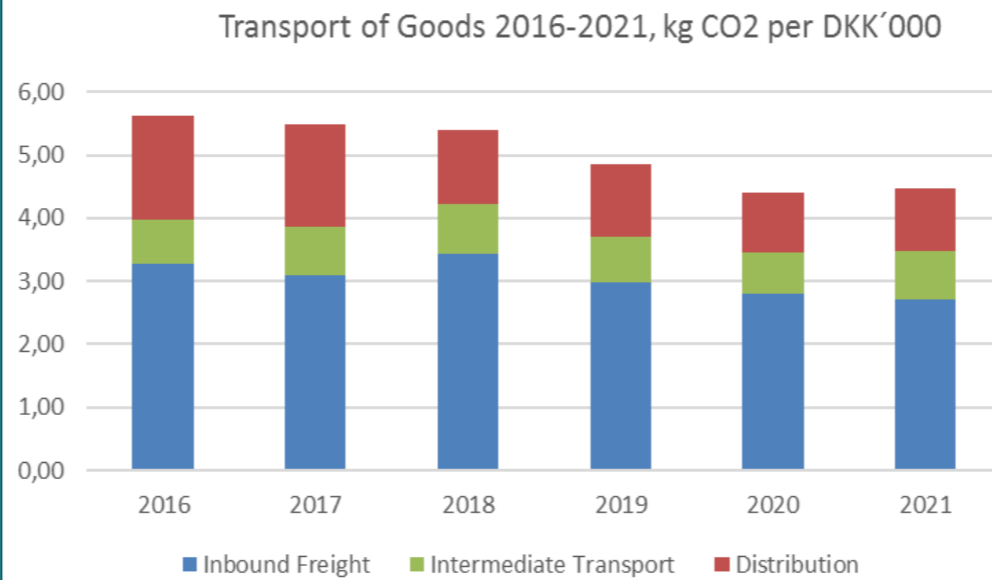


Figure 7: kg CO2 emissions from transport of people and overnight stays

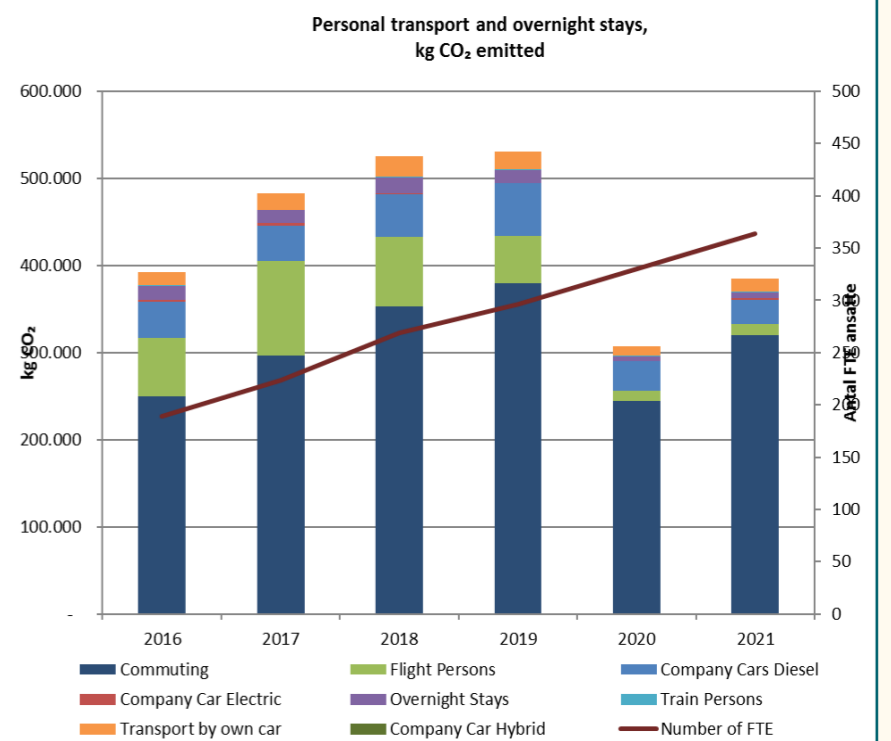


Figure 8: kg CO2 emissions from energy

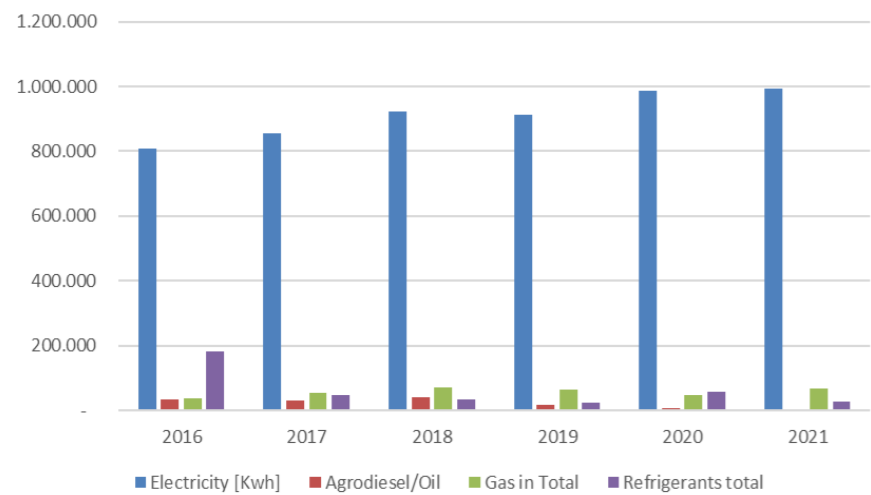


Figure 10 kg CO2 per DKK'000 of revenue from packaging

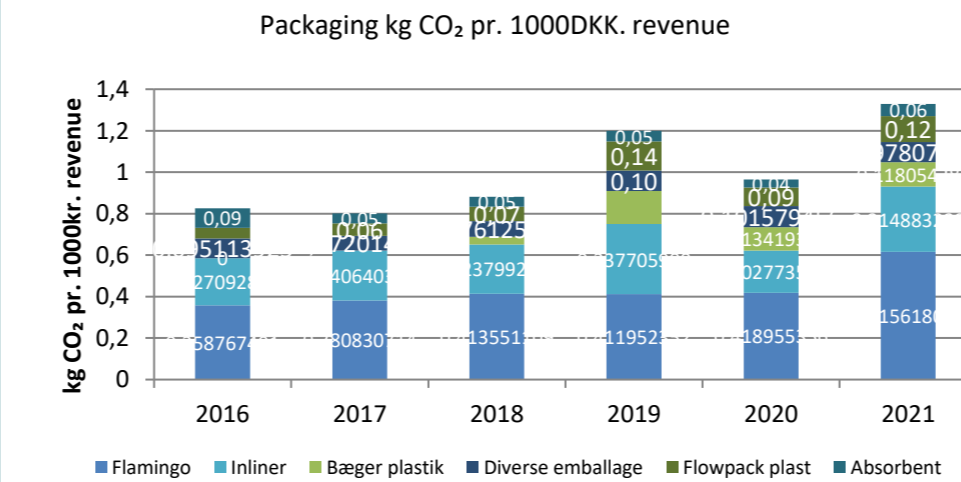
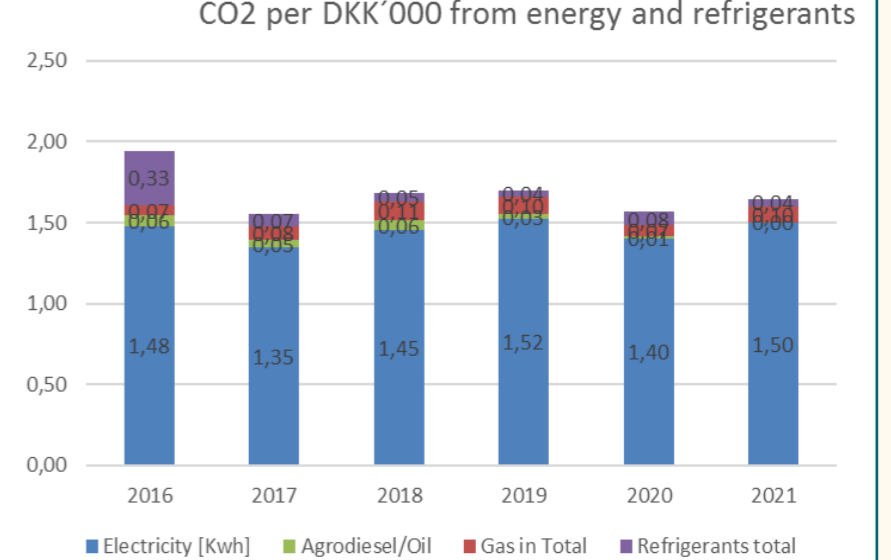


Figure 9: kg CO2 per DKK'000 of revenue from electricity, agro-diesel, oil, gas and refrigerants



Thomas Hartung

CEO | Barritskov Holding ApS

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Barritskov Holding ApS

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Aarstiderne A/S

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